

Changewell Consulting Ltd

**Carbon Reduction Plan
Introduction**

At Changewell Consulting Ltd we are committed to reducing our carbon footprint and promoting sustainability in all aspects of our operations. This Carbon Reduction Plan outlines strategies and actions to minimise our environmental impact and contribute to a greener future.

Baseline Emissions Footprint

Baseline Year: 2024	
Additional Details relating to the Baseline Emissions calculations.	
<i>¹Baseline reporting deviates from requirements due to lack of previous reporting. Due to our current remote model calculate direct Scope 1&2 reporting is limited.</i>	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	Company owned electric vehicle 0.18 tCO₂
Scope 2	Energy generation – currently staff are home based
Scope 3 (Included Sources)	<ul style="list-style-type: none"> • Homeworking 22 tCO₂e • Client-office working – 26.4 tCO₂e • Business Travel 92 tCO₂e
Total Emissions	140.6

¹ Assumptions/Calculations

Scope 1:

Company car travel electric car 24 miles per day 3 days per week total 0.18 tonnes

Scope 2:

Currently team is home-based therefore not calculated

Scope 3:

Employee Related

Employee Petrol vehicle business travel 3.7 tonnes per year

Employee Rail travel 8 tonnes per year

Home-working 2 staff 2 days a week 1 tonne per year

Client-office working 1.2 tonnes per year client offices

Consultant Related

20 consultants 2 days per week home working 1 tonne per year

Client Office-working 1.2 tonnes per year

20 consultants business travel with petrol cars 4 tonnes per year

Near Term Net Zero Goals

- Scope 1&2 Establish clear baseline of scope 1&2 emissions by FY25 following establishing office
- Scope 1&2 Reduce absolute scope 1&2 emissions 30% by FY30 against 2025 baseline.
- Scope 3 Reduce home working emissions by 50% by FY30
- Scope 3 Reduce client office working and associated emissions by 50% by FY30
- Scope 3 Reduce business travel emissions by 50% by FY30

Key Actions

To achieve our reduction targets and our net zero goal, we will implement the following key actions:

1. Energy Transition/Responsible Consumption

- Acquire/rent new premises to increase control over Scope 1&2 emissions.
- Include energy efficiency and low carbon technologies energy-efficient lighting and HVAC as key assessment criteria for new premises
- Conduct regular energy audits to identify and address inefficiencies.

2. Sustainable Transportation

- Encourage the use of public transport, carpooling, and cycling for commuting.
- Invest in electric or hybrid vehicles for company use.
- Promote virtual meetings to reduce the need for business travel.
- Reduce travel to client sites to 2 days per week.

3. Regenerative/Circular Consumption

- Establish baseline water consumption by FY25
- Develop clear policies/processes for waste management in new premises.
- Partner with waste management companies for responsible disposal of waste.

4. Supply Chain Transformation

- Establish supplier assessment through third party sustainability platform by FY30
- Assess key suppliers' human rights policies

5. Employee Engagement

- Conduct training sessions on sustainability practices (including modern slavery)
- Encourage employees to participate in green initiatives and provide incentives for sustainable behaviour.
- Establish a Green Team to lead and monitor sustainability efforts.

Monitoring and Reporting

We will regularly monitor our progress and report on our carbon reduction initiatives. This includes:

- Annual sustainability reports detailing our emissions, reduction efforts, and progress towards targets.
- Regular updates to stakeholders through our website and social media channels.
- Continuous review and adjustment of our strategies to ensure we meet our objectives.

Commitment to Net Zero by 2050

We are dedicated to achieving net zero carbon emissions by 2050. This commitment involves:

- **Long-term planning:** Developing and implementing a roadmap to reach net zero, including interim targets and milestones.
- **Innovative solutions:** Investing in new technologies and practices that reduce emissions and enhance sustainability.
- **Collaboration:** Working with industry partners, clients, and stakeholders to promote and achieve net zero goals.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard² and uses the appropriate Government emission conversion factors for greenhouse gas company reporting³.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard⁴.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

Merlin Floate

.....

Date: 25/11/2024.....

² <https://ghgprotocol.org/corporate-standard>

³ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁴ <https://ghgprotocol.org/standards/scope-3-standard>